



COMPANY POLICY: EQUALITY & DIVERSITY

Author: Andrew Dunne
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Ref. SR007 Rev 23.01.2025

Policy Review Frequency: Annual

Equality and Diversity

Just as we are committed to anti-discriminatory practices within our organisation we are also committed to promoting equality and anti-discrimination in areas in which we have influence. All staff will be informed of this policy (via our handbook and access to online policies) and will be provided with training appropriate to their needs and responsibilities. All those who act on our behalf will be informed of this policy and will be expected to act in accordance with it when conducting business on our behalf. In all our dealings, including those with tenants, suppliers, contractors and recruitment agencies, we will seek to promote the principles set out in this policy. Scope extends to LGBTQ+ inclusion.

Implementing the Policy

Responsibility

Ultimate responsibility for implementing the policy rests with the Board of Directors. All our staff are expected to be aware and take notice of the provisions of our anti-discrimination policy and are responsible for ensuring compliance with it when fulfilling their duties or representing the Company. Acts of discrimination or harassment on any of the unlawful grounds or failure to comply with this policy by our staff will result in disciplinary action. Acts of discrimination or harassment on any of the unlawful grounds by those acting on behalf of the Company will lead to appropriate action including termination of employment or services where appropriate. Acts of discrimination or harassment on any of the unlawful grounds by clients or requests by clients for us to carry out any act of discrimination or harassment on any of the unlawful grounds will lead to termination of our service agreement with them.

Complaints on any section in this document

We will treat seriously, and, where appropriate, will take action regarding all complaints of discrimination or harassment on any of the unlawful grounds made by employees, clients, tenants, contractors or other third parties. All complaints will be investigated in accordance with our grievance or complaints procedure and the complainant will be informed of the outcome.

Questionnaires

We will endeavour to fully and promptly answer any statutory questionnaires served on us under the provisions in the Equality Acts and any similar or future legislation.

Monitoring and review

The policy will be monitored and reviewed on a regular basis (and in any event at least annually) to measure its progress and judge its effectiveness. In particular, we will record and consider the number and outcome of complaints of discrimination made by staff, clients, tenants, contractors and other third parties and the details of any potentially unlawful grounds for discrimination involved in any disciplinary action taken against employees. This information will be used to review the progress and impact of the Anti-Discrimination policy. Any changes required will be made and implemented.

General

Treating people with dignity and respect, providing advancement opportunities, and conserving our planet's resources are fundamental to how we operate.

An environmentally responsible supply chain is a major part of our mission to leave the world better than we found it. Along with our suppliers, we continue to fight climate change, reduce water use, implement green chemicals in manufacturing operations, and eliminate waste.

We have a commitment to human rights, environmental protections, and sound business practices. Every year, we conduct assessments to ensure suppliers are meeting our high standards.



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A commitment to people, the planet, and the progress of our suppliers is at the heart of our work. We will always seek to extend our efforts to make positive impacts and drive lasting change.

People are the strongest link in our supply chain. At the heart of our supply chain are the people who make our products. We are dedicated to empowering those who work in our supply chain with opportunities to receive an education and advance their careers. We also work to ensure they are provided a safe and healthy workplace, where their rights are respected and they are treated with dignity

Authorisation by:

Andrew Dunne

Director of
Compliance

See header

Printed Name

Signature

Title

Date